# GOVERNMENT OF INDIA
# FINANCE
# LOK SABHA

UNSTARRED QUESTION NO:1013
ANSWERED ON:24.11.2000
HUMAN RESOURCE MANAGEMENT COMMITTEE
GULAM MEHMOOD BANATWALLA

**Will the Minister of FINANCE be pleased to state:**

(a) whether the Government have set up any Human Resource Management Committee for Public Sector Banks;

(b) if so, the terms of reference to the Committee ;

(c) whether the Committee has submitted its report ;

(d) if so, the main recommendations of the Committee ; and

(e) the Government`s reaction to these recommendations ?

## Answer

MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI BALASAHEB VIKHE PATIL)

(a), (b) & (c) : A Committee comprising representatives of Indian Banks` Association (IBA), Public Sector Banks and Ministry of Finance set up in June, 2000 for making recommendations on all aspects of Human Resource Management in Public Sector Banks, presented its report to the Finance Minister on 9.10.2000.

(d) : A statement indicating the gist of the recommendations made by the Committee is at Annexure.

(e) : Recommendations are yet to be examined.

Gist of the Recommendations made by the Committee on Human Resource Management in Public Sector Banks

1. With a view to right-size the manpower, Public Sector Banks may introduce a scheme for Voluntary Retirement, Sabbatical and Government should take steps to roll-back the age of retirement for officers from 60 to 58 years.

2. Disciplinary action should be taken against functionaries engaging casual/temporary employees against recruitment rules.

3. Support services like maintenance/cleanliness may be out-sourced.

4. Norms for allocation of work and productivity of staff be reviewed.

5. The age for direct recruitment of officers be reduced from 30 years to 28 years and candidates with higher academic qualifications be recruited in Middle Management Grade.

6. 50% of the vacancies in JMG Scale I and 25% in Scale II be filled up by direct recruitment instead of only 25% in Scale I as at present.

7 Test of local language (qualifying) be introduced for clerical cadre.

8. The maximum qualification for recruitment to subordinate staff be raised from non-matric to matric/SSC or its equivalent.

9. Reducing the time-span for career progression from Junior Management Grade Scale I to Top Executive Grade Scale VII from 25 years to 20 years and curtailing the number of scales in officers` grade from seven to five.

10. Introduction of Fast Track Channel for promotion and making rural service as incentive oriented.

11. Providing additional services/facilities to customers for achieving optimum use of manpower.

12. Reviewing the training needs and strategy to make it attuned with modern technology and requirement.

13. Formulating a transfer policy for performance linked rewards/incentives and deterrent for non-performance.

14. Providing suitable monetary benefits/ex gratia to the family members of a deceased employee instead of compassionate appointment.

15. Making policies concerning transfer and placement more broad-based.

16. Reviewing performance appraisal system and forms.

17. Quick disposal of disciplinary cases.

18. Linking allowances and perquisites to bank`s profitability and capacity to pay.

19. Payment of a lump sum amount instead of reimbursement based on bills for perquisites like LTC, medical aid, etc.

20. Allowing banks to have more than one Executive Director.

21. Making changes in the service conditions of Chairmen/Executive Directors so as to ensure that each appointee should have sufficiently long tenure for the sake of continuity in the policies and programmes.

22. Enhancement of special ad hoc incentives payable to officers posted in N.E.Region and ceiling for House Building Advance.